

How the County Is Using IPM to Improve the Environment and Change Behavior

What's the first thing you do when you see ants in your kitchen? You probably reach for the spray. You aren't alone, but that's exactly the behavior Michele Stress and others are trying to change.

The County's Integrated Pest Management (IPM) outreach program, spearheaded by Michele Stress, a supervisor in the Department of Public Works Watershed Protection Program, has been so successful that it's being noticed by the National Association of Counties as a model for campaigns around the country to protect public health and the environment.

IPM has been around for years, but what started out as a concept used mostly for agriculture has spiraled into something bigger. The County's using IPM to take control of pests and weeds to reduce risks to families,



pets and the environment. It's about stopping pests before they take over your home and garden, and encouraging residents to use less-toxic alternatives to pesticides.

"After taking a look at studies on pesticide use, we realized that some of the largest contributors to the pollution problem in our environment are 'Joe Citizen' using pesticides in their homes and gardens and not just from agricultural use. That led us to take an aggressive approach to educate people," said Stress.

Stress said surveys show an average of 20 percent of people who live in residential areas throw pesticides in the trash; that's one in five people.

Once pesticides are thrown away in the garbage or used in your yard, they travel, entering our streams, lakes, rivers and oceans, which then threaten human health and the environment.

(Story Continued on page 3)

Lost Hurricane Katrina Dog Is the Sassiest Dog in Town

When New Orleans local Robin Lewis fled his home before Hurricane Katrina hit, he left a two-week supply of bagged, dog food and a bathtub filled with water for his dog. What he didn't expect when he returned home, nearly four weeks later, was that his dog would be missing.

"When I came back, there was seven feet of water in my house, and there were paw prints everywhere, on the dressers and on the mattresses, and there were scratches on the door," Lewis said.

"I just knew Sassy was alive," he said. Lewis said he was determined to do whatever it took to get his 5-year-old, female Pit Bull Terrier back.

"I have four kids and my little one, kept walking around the house, day after day, calling Sassy's name. It was heartbreaking."

(Story Continued on page 4)

County Recruiting Employee Pollworkers

Signs of autumn — falling leaves, cooler temperature and another election.

In this case, November will bring a special, statewide election to San Diego County featuring interesting local races and measures. That means the Registrar of Voters needs your help.

Registrar Mikel Haas is asking County employees to serve as precinct officers on Election Day, Nov. 8, under the County Pollworker Program.

"More than 250 employees have already stepped up to help out for this election," said Haas. "But we could sure use more."

The County will have 1,638 polling places and needs nearly 6,500 poll workers.

The County Pollworker Program allows employees to serve as poll workers for a day, while getting their regular day's wages, plus the normal pollworker stipend of \$60-\$100,

depending on the assignment. Executives and managers in the unclassified service are also eligible to serve, but would not receive the additional stipend.

Poll workers serve the entire day, starting around 5:45 a.m. and typically finishing between 9 p.m. and 9:30 p.m.

"It can be a long day, but a great, interesting and different way to help the people we serve everyday as County employees," said Haas. He added there is a special need for employees who speak Spanish, Tagalog or Vietnamese to serve in some areas of the county.

To serve as a poll worker, you must have your supervisor's signed approval on your application. The application is available on the County Intranet and should be faxed to 858-694-2955.

If you have any questions, contact program coordinator Estelle Howell at 858-694-3460.



Hurricane Katrina Survivor Renited With His Dog at County Animal Shelter

NewsBriefs

County Parks Society Offers Discount Tickets for 2006 Golf Tournament

The San Diego County Parks Society is raising funds by selling tickets for the Buick Invitational Golf Tournament, which will take place from January 23-29 at Torrey Pines Golf Course. All of the proceeds will benefit the County's Department of Parks and Recreation. Tickets are \$15 and the ticket is good for one-day entry into the tournament **ANY DAY** during the week-long event. This is a significant reduction from the weekend ticket price of \$22 advanced purchase or \$28 at the gate. You may purchase tickets via check, credit card or in person.

- Checks - Make checks payable to the *San Diego County Parks Society* and mail them to P.O. Box 957, Bonita, CA 91908. Tickets will be mailed upon receipt of payment.
- Credit card - VISA and MasterCard only.
- In Person - Tickets may be purchased directly from the Parks Society office located at 4370 Sweetwater Rd, Bonita CA 91902, (*please call 619-267-7323 to schedule a time*), or from the County of San Diego Department of Parks and Recreation administration office at 5201 Ruffin Road, Suite P, San Diego, CA 92123 (8 a.m. - 5 p.m. Monday - Friday).

For more information, contact Rebecca Van Cleave at (619) 267-7323 or sdcpsoc@aol.com

Edgemoor Hospital Wins Award for New Cyber Café; Patients Learn to Surf the Internet Superhighway

Edgemoor Hospital has been named the recipient of the Best Practices Award by the California Hospital Association for their Internet Cyber Café, a computer hub for Edgemoor patients.

Edgemoor staff is helping to provide a window to the world by teaching patients how to use the Internet and e-mail so they can better connect with loved ones. Edgemoor is also using the Café to teach various programs for speech and cognition using computers. One resident is even taking classes at Grossmont College through the Internet.

Around 20 residents are using the Internet Café daily.

(NewsBriefs Continued on page 4)



In West's Words

This is a wonderful time of the year.

There is a slight nip in the air. There is the anticipation of a family gathering. And there is an opportunity to give thanks for the many blessings we have.

Here at the County of San Diego, we too have many reasons to give thanks. So, as you and your loved ones gather to celebrate the Thanksgiving holiday this month, I hope you will take time to cherish the many blessings we enjoy at the County.

Give thanks that, despite the challenges caused by rising gas costs and other expenses, you work for a County that is financially sound and has the foresight to plan for its future.

Give thanks that while the press chases after scandals in other governments, we have a Board of Supervisors that consistently gets the job done.

Give thanks that the fine work we do is recognized by groups such as the National Association of Counties. In the past year, NACo gave awards to 41 County programs, which was the largest number of awards given to any county in the U.S. The County was also recognized by the California State Association of Counties and the San Diego County Taxpayers' Association for programs that use innovative techniques to address management and public health challenges.

Give thanks that the County has been working hard to prepare for disasters and emergencies. Under the guidance of the Office of Emergency Services, we have held numerous exercises and drills to improve our preparedness. And the greatest blessing of all is that we have not had to test any of our skills on a local disaster.

Give thanks that our employees have been able to control the spread of West Nile virus and we are working just as hard to prepare for any outbreaks of avian bird flu.

And most of all, let's give thanks that we can spend this wonderful holiday together with friends and family.

Walt Ekard
Chief Administrative Officer



The Supervisor's View

By Supervisor Pam Slater-Price

Part of an ongoing series
by the Board of Supervisors

November brings us to the beginning of the holiday season and that first glimmer of the New Year. It also brings me to the end of my year as Chairwoman of the Board.

Because I have had the pleasure of serving as Chairwoman twice before, I looked forward to this year with great enthusiasm. In my State of the County address, I raised a number of issues that I planned to tackle during my tenure. These included traffic congestion, beach erosion, childhood obesity and increasing support of the arts. I am happy to report the County has made significant progress on each of these.

In regard to traffic, the Board held a conference that included many of the region's top employers in an attempt to find regional solutions to traffic congestion, particularly on our freeways. While this one meeting did not resolve the matter, it did provide a forum for offering creative approaches to this nagging problem. I will continue to work with area leaders in both the public and private sectors to explore ways to relieve the traffic problems that have, unfortunately, become a regular feature of our daily life.

The Board also examined the effects that sand erosion has had on our coastal communities. More than just an aesthetic issue, sand depletion affects the environment, the economy, recreation, property rights and quality of life. While the San Diego region is a leader in many areas, it trails other parts of the country in obtaining the federal funds needed to keep our beaches healthy. We've also lagged in using technology to replenish sand on our beaches in ways that have a low impact on the environment. Again, although my time as chairwoman will soon end, I pledge to continue my work to build a coalition to make this issue a priority for the region.

One issue on which we have made great strides is childhood obesity. Over the past year, Supervisor Ron Roberts and I have worked with the Health and Human Services Agency, the Coalition on Children and Weight San Diego, health professionals, nutritionists, educators and parents to create a countywide plan to identify key strategies for the prevention and reduction of childhood obesity, outline how these strategies can be achieved and coordinate with similar efforts already underway. That master plan will be unveiled early next year. It is my sincerest hope that this plan will help prevent another generation of local kids from growing up afflicted by obesity and all of its attendant health problems.

Finally, I have long been a lover of the arts and have tried to get other elected officials to see the tremendous benefits, particularly economic, that active arts programs can bring to every city and community in our county. Since my early days as a supervisor, I have dreamed of a major arts festival that would put San Diego on the map as a destination for art lovers from around the globe. After years of planning, that dream will come to life in the form of "Mozart Year 2006," a celebration of the Austrian composer's 250th birthday.

This year-long, region-wide event is the catalyst of what I believe will be the beginning of a new level of cultural tourism and art/business partnerships within San Diego County. I am pleased to report that many of the Board members have contributed money from their community projects grant funds to sponsor Mozart-related events in their districts.

Of course, the Board has accomplished many things as a whole over the past year. In particular, we've made enormous strides in preparing for wildfires and other potential disasters. We've also extended the County's trail network and laid the foundation for a new County park along the San Luis Rey River.

As I hand over the gavel, I want to thank my colleagues on the Board for their support. By working as a team, we've made this year one to be proud of. I wish the incoming Chairman the best as he leads the County in new directions over the next year.

Happy Holidays to all of you and all the best for 2006!

(IPM Program cont.)

To move her outreach plan into motion, Stress, the Department of Agriculture, the UC Cooperative Extension, the City of San Diego and other departments worked hard to secure a grant from the state. Their work paid off and they ended up receiving a \$1 million grant for the next three years for an outreach program.

"This program was designed to encourage positive changes in the attitudes and behaviors of San Diego residents when dealing with pesticides in their homes and gardens and I think we've done a good job at telling them how to do that," Stress said.

In May 2005, Public Works, Agriculture, Weights and Measures, the UC Cooperative Extension, the Master's Gardener's program, Media and Public Relations and Supervisor Greg Cox joined forces to launch a media campaign called "Healthy Garden, Healthy Home."

The campaign and press events included demonstrations on how to use alternatives to toxic pesticides in your home and garden and how to use them responsibly. The media responded and every major print, TV and radio outlet showed up to write a story.

The overwhelming response led the UC Cooperative Extension and their Master Gardener program to push for more exposure at gardening stores, like Home Depot and Lowe's. Their pest tip cards and materials can now be found at four Lowe's and one Home Depot on Sport's Arena Boulevard. The popular tip cards are also found at local nurseries and on the Internet.

In addition, the Master Gardener program is helping to educate nurseries and homeowners through workshops and community meetings.

"The IPM campaign has had a very positive impact on the public. We are getting more hits on our Web site and a lot of people are taking interest in learning more about pests," said Dave Kellum, County Entomologist.

Kellum said IPM has finally come to the forefront and it's not just farmers and pest companies using the term. The concept is moving into urban areas and reaching a lot of people, which is extremely important. There's a great crossover that's happening.

Stress said one of the most significant impacts of the IPM media campaign is that some pest operators in San Diego are taking the County's messages and they're using them in their commercials.

For more information on IPM or pest tip cards for your home or garden, visit <http://www.projectcleanwater.org/html/ipm.html>



(Lost Dog cont.)

Lewis' wife began searching on the Internet, looking at hundreds of dogs. They both cased the neighborhood with no luck.

After his wife exhausted every online pet Web site, Lewis decided to try his hand at browsing the Internet.

"The first dog I looked at was Sassy; I couldn't believe it. We saw a lot of dogs that looked like her, but I immediately knew after I saw her brown, leather collar. We had made a special cut in it to make it tighter because when we bought it, it was too big for her," he said.

Excitedly, the Lewis' called the phone number to claim their dog and they reached the County's Animal Shelter.

The County informed them that Sassy

had been flown to San Diego after she was rescued in New Orleans.

Private donors offered to pay for Lewis to fly out and take his dog home.

Lewis was flabbergasted that someone was going to fly him out to San Diego to get Sassy.

"It was almost better than finding her, them paying for me to come out here."

The reunion was even more joyous.

Lewis arrived at the Central Animal Shelter with a huge smile on his face. As he called Sassy's name, Lewis kneeled on the ground while Animal Services' staff let her out of her kennel. Sassy leaped into his arms and she stood on her back two legs, in a doggie-man hug. Lewis wrapped his arms around her, as she licked his face.

"I can't explain how I feel; it's like the

first Christmas. It means everything to me, I love my dog."

Later, Lewis called his wife and held the phone up to Sassy's ear. She barked in recognition of his wife's voice.



Editor's note:

Lewis and his family have moved to Texas since their home was destroyed by the hurricane.

NewsBriefs cont.

Creepy Crawlies Invade County Bug Festival

The Department of Agriculture, Weights and Measures hosted an insect festival at the Chula Vista Insectary on Oct. 18, 2005 for Chula Vista Elementary Students. The students attended the Insect Festival to learn about good bugs, bad bugs



and honey bees, and how to protect themselves from West Nile virus. Children got a chance to hold live insects and snakes.

In addition, Dave Kellum, a County entomologist and his staff held gardening demonstrations.

Photo at right: Dave Kellum and Chris Conlan at the Bug Festival



Human Resources Promotes Hiring Employees with Disabilities

In response to October being designated "Disability Awareness Month," the Department of Human Resources conducted several activities to recruit individuals with disabilities.

On Oct. 4, 2005, the Department of Human Resources participated in

"Jobtoberfest," a job fair at Balboa Park, organized by the San Diego Committee on Employment of People with Disabilities. Over 700 San Diego County residents with disabilities attended the job fair. In less than four hours, DHR staff spoke with over 275 individuals about current openings at the

County of San Diego. The day was an overwhelming success!

Please contact the Department of Human Resources at (619) 531-5764 to answer any questions you have about the County's hiring process.

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COUNTY NEWS *Extra*

County Monitors Ground Squirrels to Protect People From Plague

County employee Ron Ramos sometimes encounters more animals than humans on a typical work day. But it's human lives he's protecting, and he's doing it by bagging squirrels.

As a Vector Control technician, it's Ramos' job to sample vectors - which are animals or organisms that carry and transmit diseases to humans - in order to minimize the risk of human infection.

One of Ramos' ongoing projects is to catch squirrels, sedate them and draw their blood so they can be tested for plague. He also gives the squirrels a good combing to check for fleas since they also carry and transmit plague.

Plague is an infectious, bacterial disease that with today's modern medicine can be treated with antibiotics. But if an infected person is not treated right away, the disease can lead to serious illness or death.

"I think most people think plague doesn't exist anymore," said Ramos.

But plague has been detected at campgrounds in the County that are 3,000 feet in elevation and higher.

As you can imagine, getting a blood sample from a live squirrel is not a simple process. Once a week, Ramos drives out to one of the major mountain campgrounds in San Diego County. He lures the squirrels into live traps with oats and grains. Once Ramos traps 5-10 squirrels, he sets up a mobile laboratory, complete with a processing tray, syringes, anesthesia, a flea comb and blood-sampling paper. He dons respiratory protection and latex gloves, and one heavy-duty glove as well, just in case the squirrel tries to bite him.

The next step is to coax the squirrel from the trap into a clear, plastic bag.

Ramos then puts a few drops of an anesthetic called halothane onto a cotton swab and drops it into the bag to temporarily knock out the squirrel.

Administering the anesthesia is a tricky and delicate process. Too little anesthesia and the squirrel might wake up during the blood sampling or flea combing. Too much anesthesia can kill the squirrel. Ramos administers just enough to get his job done; a couple drops of halothane will knock out the squirrel for about a minute.

Ramos draws the squirrel's blood by inserting a syringe into the squirrel's heart.



(Squirrel about to be tested for plague)

Research has shown that blood sampling does not hurt the squirrels. According to Ramos, the toughest part of the job is making sure you're always alert to what the squirrel is doing when you're processing, so you don't get bit, or stuck with the needle.

Once Ramos has finished sampling the squirrel, he puts it back in its cage and lets it wake up from the sedation. He then, returns the squirrel to its original location in the campground.

The blood samples are later sent to a lab at UC Davis for testing. The samples usually take one or two weeks to be processed.

"It is normal for a few squirrels to test

positive for plague each year," said Chris Conlan, Supervising Vector Ecologist. "We have had positive squirrels each year from 1999-2003."

Fortunately, there have been no human cases of plague in San Diego, according to County records dating back to the 1940s.

When a squirrel tests positive, signs are posted at the affected campgrounds to alert visitors that plague has been detected there and to offer general precautions for visitors to follow.

"Some of the most important precautions if plague is detected in a campground: avoid squirrels and chipmunks; don't feed wild animals; avoid camping on or near squirrel burrows; keep pets on a leash and treat them for fleas, or better yet, leave them at home; and visit a doctor if you become ill within one week of visiting an area where plague has been detected," Conlan cautioned.

If a campground is determined to be at high risk for plague - meaning a large number of squirrels tested positive for plague and a large number of fleas were found on the squirrel population - the campground may shut down to the public. In

order to reduce the flea population and minimize the transmission of the disease, Vector Control usually treats the area by dusting the squirrel burrows with insecticide and by setting up bait stations that dust the squirrels with flea-control powder.

"We monitor for the prevalence of disease in animals so we can take measures to make sure the risk of human infection stays low," said Conlan. "We want to knock it down before it ever gets a chance to spread."

[Ver•ba•tim]

Letters from satisfied customers served by County employees.

Chantelle Swaby (Dept. of Planning and Land Use) was thanked by a pleased resident for calling her when there was a General Plan update.

"Chantelle remembered my e-mail messages and what area of Jamul that I lived in so when the General Plan was updated, she called me to let me know the current status of the road. I am stunned by this. Many people have the perception of government workers doing only the bare minimum to get by in their jobs. Ms. Swaby has proven that stereotype wrong."

Pat Nolan (Dept. of Agriculture, Weights and Measures) received kudos from a group of arborists on a presentation he gave on tree disease diagnosis.

"Your practical discussion provided great insight into your responsibilities and the complexity of pathology issues."

Cindy Rash (Assessor/Recorder/Clerk) was praised for helping a resident obtain a last-minute birth certificate.

"Cindy went above and beyond. It was the difference between us taking a vacation or having to cancel."

James "Rusty" Anderson (Dept. of Planning and Land Use) was complimented on how he explained the rebuilding process to a resident who lost property in the Cedar Fire.

"Mr. Anderson's input was a worthwhile contribution and I am grateful for it. He was patient and respectful in delivering whatever news he had to deliver to either me or my subcontractors."

Paul Davy (Dept. of Agriculture, Weights and Measures) was commended for a great team effort on a project.

"Wow. When your office takes on a project, you don't kid around. I've dealt with four different people from your office, each one is positive, proactive and part of a team. I've been around a lot of County offices and CE Offices in the last 15 years and I have never seen anything like it."

Service Awards

30 Years

Teresita P. Bangayan (Probation)
Michael C. Clegg (Public Works)
Raquel D. Hedge (Health & Human Services)
Fred K. Kuhlman (Waste Water Management)
Leticia Lewis (Health & Human Services)
Kathryn M. Mir-Mohisefat (General Services)
Jane S. Norman (Health & Human Services)
Sharon J. Talbott (Superior Court)
Maria E. Tellez (Health & Human Services)

25 Years

Joseph Q. Albano (Health & Human Services)
Sherry E. Blevins (Superior Court)
Karen Burmeister (Sheriff)
Thomas J. Cooke (Sheriff)
Kathleen S. Davis (Library)
Carol N. Landsman (Health & Human Services)
Ernell G. Lundy (Health & Human Services)
Michael R. McClure (Probation)
Marissa Mendoza (Health & Human Services)

25 Years cont.

Mary B. Pries (Superior Court)
Doreen M. Rowell (Superior Court)
Weaver C. Simonsen (Purchasing)
Arlene F. Stolz (Sheriff)
Susan A. Williams (Library)
Eric C. Wong (Parks & Recreation)

20 Years

Ana M. Armendariz (Health & Human Services)
Phillip J. Adamski (Library)
Bob Baker (Assessor)
Joanne Beals-Delangel (Health & Human Services)
Joan A. Cuervo (Sheriff)
Becki L. Debont (Health & Human Services)
Elaine C. Fay (Assessor)
Marilyn F. Flores (Auditor & Controller)
Thomas J. Galloway (Assessor)
Linda K. Goff (Agriculture/Weights & Measures)
Raymond G. Goodrich (Assessor)
Guy W. Johnson (District Attorney)
Gail D. Larsen (Sheriff)
William A. Lopez (Assessor)
Felicia A. Lugo (Health & Human Services)
Wenche H. Nilsen (Health & Human Services)

20 Years cont.

David C. Ortiz (Public Works)
Elena L. Pascual (Health & Human Services)
Gregory T. Pollastrini (Assessor)
Anabel Poole (Health & Human Services)
Clayton G. Reed (Fleet Maintenance Support)
Maria A. Rodriguez (Alternate Public Defender)
Angela L. Rogers (Library)
Josephine R. Routhier (Library)
Ingrid M. Russon (Health & Human Services)
Brian W. Sheets (Sheriff)
Laurel Shupp (Health & Human Services)
Erlinda E. Sison (Health & Human Services)
Diane E. Snyder (District Attorney)
Gary A. Wells (Health & Human Services)
Kimberly White (Health & Human Services)
Barbara B. Wiener (Health & Human Services)
Lindsay S. Worcester (Agriculture/Weights & Measures)

Retirements

The San Diego County Employees Retirement Association reports the following employees recently retired:

Linda Adams (Health & Human Services)
 Aurora Adriatico (Health & Human Services)
 Maria Amelotti (Health & Human Services)
 Melissa Arellano (Health & Human Services)
 Lois Bea (Health & Human Services)
 Joanne Beets (Health & Human Services)
 James Bruce (Superior Court)
 Drucilla Byars (Health & Human Services)
 Fred Calucag (Purchasing)
 Kathryn Christensen (Health & Human Services)
 A. Caroline Clark (County Library)
 Dorothy Cobb (Health & Human Services)
 Jerry Cupat (Health & Human Services)
 Constant Decalonne (Superior Court)
 Julia Del-Muro (Superior Court)
 Karen Derwin (Superior Court)
 Aron Desai (Superior Court)
 Vickie Deyoung (Superior Court)
 Sabina Grey (Superior Court)
 Sandy Guinaran (Sheriff)
 Marilyn Gunner (Social Services)
 Michelle Hayes-Iwu (Probation)
 Thomas Ignacio (Animal Services)
 Lucretia Jaye (Welfare)
 John Urmila (Planning & Land Use)
 Carolyn Jones (Sheriff)

Karol Lightner (Health & Human Services)
 Sharon Mapes (Auditor & Controller)
 Tatiana Masalski (Health & Human Services)
 Betty McClellan (Health & Human Services)
 Mary McClelland (Health & Human Services)
 Patricia McGee (County Counsel)
 Gillian Meyer (Health & Human Services)
 Dolores Miller (Auditor & Controller)
 Jeffrey Morse (Sheriff)
 Barry Nally (Health & Human Services)
 Deborah Nash (County Counsel)
 John Pardee (County Counsel)
 Juana Perez (Health & Human Services)
 Victor Perry (Sheriff)
 David Roob (Health & Human Services)
 Josephine Routhier (County Library)
 Amelia Ruiz (Superior Court)
 Carol Sabo (Health & Human Services)
 Gloria Salvatierra (Animal Services)
 Suzanne Shields (Superior Court)
 Jose Solorio (General Services)
 Roseanne Stebler-Kratz (Education)
 Molly Treadwell (Health & Human Services)
 Susan Van Housen (Sheriff)
 Mary Vega (Health & Human Services)
 Kevin Yavorsky (Probation)

In Memoriam

Jean F. Alba (Human Resources, 1993)	8/05
Ronald Baker (Sheriff, 1979)	9/05
Joseph W. Bell (Public Works, 1983)	7/05
Thelma D. Fader (Recorder, 1987)	8/05
Sharon A. Fidler (Library, 1992)	9/05
Aldo Ghirardi (Office of Education, 1996)	8/05
Garl E. Hudson (Social Services, 1995)	8/05
Harold M. Klein (Probation, 1984)	8/05
Richard J. Meyers (Social Services, 1999)	8/05
Ellona D. Nopens (Agriculture, Weights & Measures, 3/05)	9/05
Anthony L. O'Hara (Health Services, 1983)	9/05
Dennis L. Poisson (Health & Human Services, 2004)	9/05
Sally E. Powell (Health & Human Services, 1998)	8/05
James P. Reising (Social Services, 1984)	8/05
Louise C. Robson (General Services, 1978)	8/05
Marguerite B. Stein (District Attorney, 1975)	8/05
Albert C. Waldman (Public Works, 1989)	8/05

"Our thoughts and prayers are with the family and friends of active County Employee Irene L. Gatbonton, Health & Human Services Agency (9/05)."